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HOUSE BILL 286

47TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2005

INTRODUCED BY

Mimi Stewart

FOR THE LEGISLATIVE EDUCATION STUDY COMMITTEE

AN ACT

RELATING TO SCHOOL PERSONNEL; CHANGING THE CALCULATION FOR  
MINIMUM SALARIES OF SCHOOL PRINCIPALS AND ASSISTANT PRINCIPALS.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

Section 1. Section 22-10A-2 NMSA 1978 (being Laws 1975,  
Chapter 306, Section 2, as amended) is amended to read:

"22-10A-2. DEFINITIONS.--As used in the School Personnel  
Act:

A. "discharge" means the act of severing the  
employment relationship with a certified school employee prior  
to the expiration of the current employment contract;

B. "instructional leader" means a person who leads  
other licensed school employees in the implementation of  
instructional and professional development programs and who  
supervises and evaluates the professional and paraprofessional

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1 staff in order to improve the quality of educational services  
2 to students;

3 C. "just cause" means a reason that is rationally  
4 related to an employee's competence or turpitude or the proper  
5 performance of the employee's duties and that is not in  
6 violation of the employee's civil or constitutional rights;

7 D. "responsibility factor" means a value of 1.20  
8 for an elementary school principal, 1.40 for a middle school or  
9 junior high school principal, 1.60 for a high school principal,  
10 1.10 for an assistant elementary school principal, 1.15 for an  
11 assistant middle school or assistant junior high school  
12 principal and 1.25 for an assistant high school principal;

13 [~~B.~~] E. "state agency" means any state institution  
14 or state agency providing an educational program requiring the  
15 employment of certified school instructors;

16 [~~C.~~] F. "sabbatical leave" means leave of absence  
17 with pay as set by the local school board or governing  
18 authority of a state agency during all or part of a regular  
19 school term for purposes of study or travel related to the  
20 staff member's duties and of direct benefit to the  
21 instructional program;

22 [~~D.~~] G. "terminate" means, in the case of a  
23 certified school employee, the act of not reemploying an  
24 employee for the ensuing school year and, in the case of a non-  
25 certified school employee, the act of severing the employment

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1 relationship with the employee; and

2 [E.] H. "working day" means every calendar day,  
3 excluding Saturday, Sunday or legal holiday [~~and~~

4 ~~F. "just cause" means a reason that is rationally~~  
5 ~~related to an employee's competence or turpitude or the proper~~  
6 ~~performance of his duties and that is not in violation of the~~  
7 ~~employee's civil or constitutional rights]. "~~

8 Section 2. Section 22-10A-11 NMSA 1978 (being Laws 2003,  
9 Chapter 153, Section 42) is amended to read:

10 "22-10A-11. LEVEL THREE LICENSURE--TRACKS FOR TEACHERS  
11 AND SCHOOL ADMINISTRATORS. --

12 A. A level three-A license is a nine-year license  
13 granted to a teacher who meets the qualifications for that  
14 level and who annually demonstrates instructional leader  
15 competencies.

16 B. The department shall grant a level three-A  
17 license to an applicant who has been a level two teacher for at  
18 least three years and holds a post-baccalaureate degree or  
19 national board for professional teaching standards  
20 certification; ~~demonstrates~~ instructional leader ~~competence~~ as  
21 required by the [~~state board~~] department and verified by the  
22 local superintendent through the highly objective uniform  
23 statewide standard of evaluation; ~~and meets~~ other  
24 qualifications for the license.

25 C. With the adoption by the [~~state board~~]

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1 department of a highly objective uniform statewide standard of  
2 evaluation for level three-A teachers, the minimum salary for a  
3 level three-A teacher for a standard nine and one-half month  
4 contract shall be as follows:

5 (1) for the 2003-2004 school year, thirty  
6 thousand dollars (\$30,000);

7 (2) for the 2004-2005 school year, thirty-five  
8 thousand dollars (\$35,000);

9 (3) for the 2005-2006 school year, forty  
10 thousand dollars (\$40,000);

11 (4) for the 2006-2007 school year, forty-five  
12 thousand dollars (\$45,000); and

13 (5) for the 2007-2008 school year, fifty  
14 thousand dollars (\$50,000).

15 D. A level three-B license is a nine-year license  
16 granted to a school administrator who meets the qualifications  
17 for that level. Licenses may be renewed upon satisfactory  
18 annual demonstration of instructional leader and administrative  
19 competency.

20 E. The department shall grant a level three-B  
21 license to an applicant who has been a level three-A  
22 [~~instructional leader~~] teacher for at least one year, has  
23 satisfactorily completed [~~state board approved~~] department-  
24 approved courses in administration and a [~~state board approved~~]  
25 department-approved administration apprenticeship program and

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1 demonstrates instructional leader competence required by the  
2 [~~state board~~] department and verified by the local  
3 superintendent through the highly objective uniform statewide  
4 standard of evaluation.

5 ~~[F. Beginning with the 2005-2006 school year, the~~  
6 ~~standard contract and minimum annual salary for a level three-B~~  
7 ~~school principal shall be based on the size of the school in~~  
8 ~~which the school principal is employed, as follows:~~

9 (1) ~~for school principals of schools with two~~  
10 ~~hundred or fewer students, a minimum salary of fifty-eight~~  
11 ~~thousand dollars (\$58,000) for a standard ten-month contract;~~

12 (2) ~~for school principals of schools with two~~  
13 ~~hundred one to four hundred students, a minimum salary of sixty~~  
14 ~~thousand dollars (\$60,000) for a standard ten-month contract;~~

15 (3) ~~for school principals of schools with four~~  
16 ~~hundred one to six hundred students, a minimum salary of sixty-~~  
17 ~~two thousand dollars (\$62,000) for a standard ten-month~~  
18 ~~contract;~~

19 (4) ~~for school principals of schools with six~~  
20 ~~hundred one to eight hundred students, a minimum salary of~~  
21 ~~sixty-four thousand dollars (\$64,000) for a standard ten-month~~  
22 ~~contract;~~

23 (5) ~~for school principals of schools with~~  
24 ~~eight hundred one to one thousand students, a minimum salary of~~  
25 ~~sixty-six thousand dollars (\$66,000) for a standard ten-month~~

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1 ~~contract; and~~

2 ~~(6) for school principals of schools with more~~  
3 ~~than one thousand students, a minimum salary of sixty-eight~~  
4 ~~thousand dollars (\$68,000) for a standard ten-month contract.]~~

5 F. The minimum annual salary for a level three-B  
6 school principal on a ten-month contract shall be at least  
7 equal to the minimum salary of a level three-A teacher  
8 multiplied by the responsibility factor, as follows:

9 (1) effective with the 2006-2007 school year,  
10 forty-five thousand dollars (\$45,000) multiplied by the  
11 responsibility factor; and

12 (2) effective with the 2007-2008 school year,  
13 fifty thousand dollars (\$50,000) multiplied by the  
14 responsibility factor.

15 G. The minimum annual salary for a level three-B  
16 assistant school principal on a ten-month contract shall be at  
17 least equal to the minimum salary of a level three-A teacher  
18 multiplied by the responsibility factor, as follows:

19 (1) effective with the 2006-2007 school year,  
20 forty-five thousand dollars (\$45,000) multiplied by the  
21 responsibility factor; and

22 (2) effective with the 2007-2008 school year,  
23 fifty thousand dollars (\$50,000) multiplied by the  
24 responsibility factor.

25 H. By the beginning of the 2006-2007 school year,

1 the department shall adopt a highly objective uniform statewide  
2 standard of evaluation for level three-B school principals and  
3 assistant school principals and rules for the implementation of  
4 an evaluation system for a school principal and assistant  
5 school principal linked to the level of responsibility at each  
6 school level. "

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